



Article

Economic Reforms, Labour Markets and Formal Sector Employment: Evidence from India

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Abstract: Development economists generally concur that the implications of economic reform for employment are influenced by an economy's institutional framework. This paper examines the extent to which differences in regional labour market flexibility shaped the impact of unanticipated economic reforms on employment in formal manufacturing firms in India in the 1990s, using pooled cross-sectional firm survey data. It employs a difference-in-differences strategy for this analysis and finds that, on average and *ceteris paribus* in the 1990–1997 period, declines in input tariffs were associated with increased employment in formal firms across all Indian states, while FDI reform was associated with increased (reduced) formal firm employment in states with flexible (inflexible) labour markets. Supporting analysis indicates that these results were underpinned, at least in part, by product market competition within the formal sector. As policy makers in developing economies increasingly emphasise increases in formal employment as a key policy objective, these findings are of general interest. They underline the relevance of market structure and geographical variation in institutional characteristics to a study of the effects of economic reform. Furthermore, this paper highlights the continuing relevance of formal sector analysis, notwithstanding the persistent primacy of informal enterprises in developing economies.

Keywords: economic reform; trade liberalisation; employment; labour market flexibility; firms

JEL Classification: F16; J08; O25; P21

1. Introduction

In the latter half of the twentieth century, a number of developing economies initiated comprehensive economic reform policies. A balance-of-payments crisis necessitating IMF assistance, preceded by a period of tepid growth and a growing realisation that the status quo was unsustainable, triggered this process in India in 1991. The Indian government subsequently implemented a series of far reaching economic reforms in the 1991–1997 period. Over two decades later, gaps persist in the literature that explores the labour market impacts of this reform programme. A number of studies, Nunn and Trefler (2014) and Ahsan (2013) being among the more recent, have documented that this impact is likely to be influenced by domestic institutions. However, this view has received scant attention in the Indian context, in particular at a ‘micro’ or firm level.

This paper contributes to addressing this gap in the literature by analysing the impact of India's economic reforms in the 1990s on employment in formal manufacturing firms. In this context, the term ‘formal’ extends to all manufacturing businesses that employ ten or more workers and use electricity (for a small number of manufacturers that do not use electricity, the employment threshold rises to twenty workers). These firms are ‘formal’ in the sense that India's Factories Act of 1948 requires them to register with the state government, which brings these firms under the purview of labour market legislation and other forms of regulation, as outlined in Amirapu and Gechter (2017). Although these firms account for a tiny fraction of all manufacturing firms in India, government

Economic Reforms Labour And Employment

James Leitzel



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Indian Labour Market and Economic Reforms Dr. Jagdish Chauhan, 2022-08-25 The global capitalism has entered into a new and distinct phase wherein liberalisation privatisation and globalisation commonly called LPG is a central theme Almost every country particularly the developing countries are on the agenda of international monopolies and international financial capital which are controlled and regulated by the industrially developed nations The vulnerable economies all over the world are being forced to liberalise their economies resulting in unfavourable balance of competitive forces on their side Free trade rules are dismantling the License Raj meant for business and industry under the dictate of global corporations Market forces have been given once again a primacy to make the major economic decisions The free trade systems of small producers and poor consumers are being dismantled and being made illegal in order to create free trade systems for big business and global corporations 1 All these have been the outcome of certain policy initiatives and developments that have taken place at the national and international level especially since the 1980s

Economic Reforms and Employment Mookiah Soundarapandian, 2005 Contents Economic Reforms and Youth Unemployment in India New Economic Policy and Service Sector Employment Implications of Economic Reforms Emerging Problems of Employment Generation in the Era of Economic Reforms Impact of New Economic Policy on Service Sector Employment in Organised and Unorganised Sector Economic Reforms and Rural Industries in India Women Workers in Petrol Bunks at Madurai City New Economic Policy The Impact of Economic Reforms on Rural Employment Opportunities Impact of New Economic Policy on Service Sector with Reference to Early Childhood Care and Development Rural Employment in India After Economic Reforms Economic Reforms and Labour Force Participation in Rural Sector Economic Reforms and Employment Human Resource Development in the Context of Economic Reforms Relating to Information Technology Impact of Reforms on Social Indicators in India Impact of Economic Reforms on Dalits in India Entrepreneurship Development Under Liberalisation Impact of Micro Credit Scheme An Economic Reform Entrepreneurship Development Under Liberalisation Globalisation and Human Development Post Reform India Human Resource Development in the Context of Economic Reforms Globalisation and Stress Management Redundancy Redeployment of Manpower and Training Among Various Sectors in and Around the City of Chennai Economic Reforms Transformation of Local Human Resources to Cope with Economic Liberalisation and Globalisation Economic Reforms and HRD in India Economic Reforms and Human Resource Development in India Redundancy Redeployment of Manpower and Training in Banking Industries Human Resource Development in the Context of Economic Reforms in India Employment in Small Scale Industries During Post Reforms Period

Development Challenges of India After Twenty Five Years of Economic Reforms Nripendra Kishore Mishra, 2020-10-14 This book revisits some of the persisting challenges of development of India which remain unresolved even after twenty five years of economic reforms and almost fifteen years of high growth rate These include defining purpose of development inequality labour work unemployment agrarian distress and

migration The book questions the overemphasis on growth to the extent of neglecting basic issues of development With a number of contributions re imagining development and its political economy the book discusses above mentioned issues in light of new data and more recent conceptions of the issues The contributors of this volume are eminent researchers in their respective field Presenting primary as well as secondary data the book considers the latest advances and research and also addresses new challenges like the global reorganization of production and the consequences for labour and the world of work along with skills question World of work has received detailed investigation in this book This is a timely addition in existing literature especially in context of pandemic and lockdown Informality and un employment question is addressed in this context Relationship among poverty inequality and growth is examined in light of newer understanding Agrarian distress is looked in a broader context A number of papers are examining migration question by expanding coverage of migration and including labour mobility as apart of migration debate The present crisis of migrant labour and absence of social security for these workers is also discussed This book is primarily intended for those interested in recent advances on some of the basic aspects of development like poverty inequality informality word of work migration and labour mobility It is also useful for researchers policy makers journalists and civil society organizations working on these issues

Economic Reforms, Growth and Employment Jürgen Weller, United Nations. Economic Commission for Latin America and the Caribbean, 2001 In the last ten to fifteen years profound structural reforms have moved Latin America and the Caribbean from closed state dominated economies to ones that are more market oriented and open Policymakers expected that these changes would speed up growth This book is part of a multi year project to determine whether these expectation have been fulfilled Analysing the impact of the reforms on employment it is argued that expectations were not fulfilled with respect to the operation of the labour markets The reforms limited the expansion of employment in some sectors particularly in tradeable goods They also created a bias in labour demand for better educated workers which exacerbates inequality It is thus made clear that the region faces major challenges both in increasing the number of jobs and improving job equality

Economic Change and Employment Policy Robert M. Lindley, 1980-03-20 *Economic Reforms and Welfare Systems in the USSR, Poland and Hungary* Jan Adam, 1991-06-18 The contributors to this volume analyze the rise of the socialist welfare system its advantages and disadvantages The main focus of the volume is the analysis of the changes carried out and also those expected in the welfare system in the USSR Poland and Hungary as a result of economic reforms

Economic Reforms in India Bishwa Nath Singh, Mohan Prasad Shrivastava, Narendra Prasad, 2003 *Economic Reform in India* Nicholas C. Hope, Anjini Kochar, Roger Noll, T. N. Srinivasan, 2013-01-21 The essays in this volume are written by leading economists working on the Indian economy They collectively emphasize the importance of policies and institutions for sustained growth and poverty reduction stressing that the success of sector specific policies is vitally dependent on the nature of markets and the functioning of institutions such as those charged with regulating and overseeing critical sectors Individual contributions

assess the role of Indian government policy in key sectors and emphasize the policies required to ensure improvements in these sectors The first section discusses aspects of the macro economy the second deals with agriculture and social sectors the third with jobs and how labor markets function in agriculture industry and services and the fourth with infrastructure services specifically electricity telecommunications and transport The essays are drawn from the most influential papers presented in recent years on Indian economic policy at the Stanford Center for International Development *Handbook of Labor Economics* Orley Ashenfelter, David Card, 2010-12-14 A guide to the continually evolving field of labour economics

Youth in Indian Labour Market Arup Mitra, 2024-03-20 This book addresses labour market participation issues of youth in India and follows an inter disciplinary approach It carries out both quantitative and qualitative assessments for an in depth understanding of these issues It collates a wide range of concerns both from supply and demand side and instead of reflecting on the empirical questions only the book reflects on various analytical questions as well Some other challenges being discussed here are inadequacy of skill and compulsion to participate in the labour market concentration in activities with excess supplies of labour unrecognised work experience lack of upward mobility and working with information asymmetry Caste and gender disadvantages are an instrumental part of the book Problems of educated and uneducated youth are quite different and the book analyses them separately Besides it refers to a wide range of issues relating to occupational flexibility It also discusses skill imparting institutions and the major lacuna associated with their functioning Social unrest and threats to the prospects of future growth in the absence of adequate youth employment are some of the economic and political issues which the book covers Unraveling the threads of the concerns mentioned above the book finally comes up with policy suggestions It is a great resource for researchers industry watchers and policy makers who are interested in inclusive and sustainable growth **Emerging Dimensions of Global Trade** Rameshwar Singh Jalal, Nandan Singh Bisht, 2006

Technology and the Future of Work Balwant Singh Mehta, Bharat Singh, 2024-10-07 This book examines how the progress of digital technology is transforming the world of work skill demand labour market institutions and regulations in countries like India It studies the challenges opportunities and current and future contributions of digital technologies The volume poses salient questions regarding the ICT sector I4 0 technologies the gig economy remote work and the regulatory environment and interrogates the policy and regulatory measures needed to promote more inclusive and decent work in the future Part of the Towards Sustainable Futures series this book will be an essential read for scholars and researchers of economics sustainable development sociology of work labour economics Indian economy public policy and human resource management It will also be extremely useful to policymakers government organisations civil society organisations and those in the corporate sector **Globalisation, Employment and Mobility** H. Sato, M.

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analysis of labour economics labour laws economic growth and globalization in South Asia China's Three Decades of Economic Reforms Xiaohui Liu, Wei Zhang, 2009-09-10 In the thirty years since China initiated economic reforms and its open door policy China has been transformed from a poor nation almost completely isolated from the global economy to an engine of growth of the world economy China's dynamic transition has been among the most dramatic developments of recent history and its economy continues to grow rapidly with important consequences for China's own society and environment as well as for the wider world This book provides a fascinating insight into a wide range of issues on Chinese economy and its three decades of economic reforms With well researched in depth and comprehensive coverage of key topics using the latest research findings this book covers Chinese monetary policy and financial sector reforms China's income disparities the emergence of China's business groups the implications of foreign direct investment and innovation and technological developments The book will be an indispensable guide to scholars entrepreneurs policy makers and all who are interested in China's economic affairs **Theories and Approaches of Environmental Economics** M.V. Joshi, 2005 With The Development Process There Are Dangerous Risks To Future Well Being Posed By Acid Rain Ozone Depletion And Green House Effects The Time Has Come To Study Environmental Degradation Its Causes Effects And Remedies In The Economic Context Environmental Economics Is Suitable Theoretical And Applied Platform For This The Book Is Best Combination Of Theoretical Analysis Of Environmental Problems Here The Meaning Nature Scope And Importance Of Environmental Economics Are Analyzed The Various Theories Of Sustainable Development And Environmental Impact Assessment Are Reviewed An Attempt Has Been Made To Examine The Role Of State And Market In The Context Of Environment To Analyze The Pollution Theories And Problems Environment And Development Environmental Industrial Management And Culture And Environment Etc This Book Will Very Useful To Environmental Researchers Theorists Students Teachers And Environmental Institutions This Will Guide To Policy Makers And Environmental Reformers Organizers Etc *China's Economic Reform* Robert Ash, Christopher Howe, Y Y Kueh, Y. Y. Kueh, 2013-10-18 This book presents a collection and analysis of original policy documents newly translated into English from a key period of Chinese development providing both a current and a retrospective analysis of China's economic reform efforts Topics dealt with include the evolution of Chinese economic strategy economic planning and the spread of market mechanisms technology transfer in industry evolution of an agricultural system the development of population policy and foreign economic relations The collection will be of great interest not only to scholars and students of Chinese studies but also to professionals and social scientists concerned with China but unable to read source documents in Chinese Labour, Employment and Economic Growth K. V. Ramaswamy, 2015-05-21 Discusses some key aspects in the interrelated areas of economic development employment and structural change *The Politics of Economic Reform in Germany* Kenneth Dyson, Stephen Padgett, 2014-07-16 This new volume situates current debates about economic reform in Germany in illuminating historical and structural contexts Showing how economic reform has become the

central issue on the German political agenda raising contentious issues of policy management and posing deeper questions about political beliefs and identities It also examines the politics of the reform process outlining competing views about the root causes of Germany's economic problems the appropriate policy responses and the distribution of costs It situates the reform process in the wider context of the decline of the German economic model Modell Deutschland and Germany's transition from European pace setter to economic laggard Particular attention is paid to the following key questions What continuities and discontinuities can be seen in Germany's political economy Are globalization and Europeanization associated with a progressive neo liberal ascendancy in economic reform How does economic reform in Germany compare with that in other states notably Britain and France Are there distinctive patterns in the way domestic policymakers negotiate economic reform How do the characteristics of the German labour market and welfare state condition economic reform How much variation exists at the Laender levels This book was previously published as a special issue of German Politics The Routledge Handbook of Post-Reform Indian Economy Rajesh Raj S. N., Komol Singha, 2021-11-25 This handbook presents a comprehensive study of the post reform Indian economy three decades after the economic liberalization started in the early 1990s It studies the broad range of changes that were introduced in the reforms era assessing their impact on sectors like manufacturing agriculture banking and finance among others It also assesses the performance of these sectors amid globalization and the socio economic shifts in the country The volume evaluates the contribution of the reforms to social transformation social inclusion sustainability and human development and deliberates on the gains blind spots and limitations With contributions from scholars across the country case studies and comparative analyses that draw on data analysis econometric evidence and historical sensibility this is an authoritative volume on the reforms of the 1990s and their impact on the Indian economy and people Topical and the first of its kind the book will be a useful resource for scholars and researchers of economics development studies political economy management studies public policy and political studies

Russian Economic Reform James Leitzel, 2005-06-22 Transitions from socialism to capitalism are complex both in theory and practice Russian Economic Reform enables the reader to come to a much better understanding of these momentous changes by providing a clear and accessible account of the major features of transition It argues that attempts to portray the reform process as a disaster are misconceived because they fail to take account of just how badly the pre reform economy was doing Many of the problems that are emerging now have their antecedents in the earlier economic system

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